



फोन/Phone: 0129-2278018

संदर्भ सं./Ref. No. NH/CS/199

Manager/ मैनेजर, Listing Department/ लिस्टिंग विभाग, M/s BSE Limited/ बीएसई लिमिटेड, Phiroze Jeejeebhoy Towers / फिरोज जीजीभोय टावर्स, Dalal Street/ दलाल स्ट्रीट, Mumbai/ मुंबई -400 001 Scrip Code: 533098	General Manager/ महाप्रबंधक, Listing Department/ लिस्टिंग विभाग, M/s National Stock Exchange of India Limited/ नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड, Exchange Plaza/ एक्सचेंज प्लाजा, Bandra Kurla Complex/ बांद्रा कुर्ला कॉम्प्लेक्स, Bandra (E)/ बांद्रा (ई), Mumbai/ मुंबई - 400 051 Scrip Code: NHPC
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ISIN No. INE848E01016

Sub: Information regarding order received by the Company in the matter of 'NHPC Officers Association V/s Union of India & Others'

विषय: 'एनएचपीसी ऑफिसर्स एसोसिएशन बनाम भारत संघ एवं अन्य' मामले में कंपनी द्वारा प्राप्त आदेश के संबंध में जानकारी

Sir/ महोदय,

In compliance to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, it is to inform that the Company has received (on 18.11.2024) a copy of order passed by the Hon'ble High Court of Punjab and Haryana on 12.11.2024, in the matter of 'NHPC Officers Association v/s Union of India & Others' (**attached**). Management is in process of assessment of the financial implication, in consultation with Government of India, which shall be intimated in due course.

This is for your information and records.

सेबी [सूचीबद्धता (लिस्टिंग) बाध्यताएँ और प्रकटीकरण अपेक्षाएँ] विनियम, 2015 के विनियम 30 के अनुपालन में, यह सूचित किया जाता है कि कंपनी को पंजाब और हरियाणा के माननीय उच्च न्यायालय द्वारा 12.11.2024 को 'एनएचपीसी ऑफिसर्स एसोसिएशन बनाम यूनियन ऑफ इंडिया एंड अदर्स' मामले में पारित आदेश की एक प्रति 18.11.2024 को प्राप्त हुई है (**संलग्न**)। प्रबंधन, भारत सरकार के परामर्श से वित्तीय निहितार्थ का आकलन करने की प्रक्रिया में है, जिसे उचित समय पर सूचित किया जाएगा।

यह आपकी जानकारी और रिकॉर्ड के लिए है।

धन्यवाद।

भवदीय

संलग्न: उपरोक्तानुसार

(रूपा देव)
कंपनी सचिव

पंजीकृत कार्यालय : एनएचपीसी ऑफिस कॉम्प्लेक्स, सेक्टर-33, फरीदाबाद - 121003, हरियाणा

Regd. Office : NHPC Office Complex, Sector - 33, Faridabad - 121003, Haryana

CIN:L40101HR1975GOI032564; Website: www.nhpcindia.com

E-mail : webmaster@nhpc.nic.in; EPABX No. : 0129-2588110 / 2588500

बिजली से संबंधित शिकायतों के लिए 1912 डायल करें | Dial 1912 for Complaints on Electricity



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CWP-19546-2013 and
CWP-31576-2019

**IN THE HIGH COURT OF PUNJAB & HARYANA AT
CHANDIGARH**

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Date of decision: 12.11.2024

1. CWP-19546-2013 (O & M)

National Hydroelectric Power Corp Officers Asso.

..Petitioner

Vs.

Union of India & Ors

..Respondents

AND

2. CWP-31576-2019 (O & M)

All India NHPC Diploma Engineers Council and others

..Petitioners

Vs.

Union of India & Ors

..Respondents

CORAM: HON'BLE MR. JUSTICE AMAN CHAUDHARY

Present : Mr. Rajiv Atma Ram, Sr. Advocate with
Mr. Sandeep Kumar, Advocate,
for the petitioner in CWP-19546-2013.

Mr. Shekhar Verma, Advocate and
Ms. Malika Chhikara, Advocate,
for the petitioners in CWP-31576-2019.

Ms. Promila Nain, Sr. Panel Counsel for UOI, and
Ms. Harveen Mehta, Advocate and
Ms. Isha Dhingra, Advocate, for respondent No.1.

Mr. I.P.S.Doabia, Advocate for NHPC.



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CWP-19546-2013 and
CWP-31576-2019

AMAN CHAUDHARY, J. (ORAL)

**CM-14548-CWP-2024 in CWP-19546-2013 and
CM-14436-CWP-2024 in CWP-31576-2019**

Allowed as prayed for. Supplementary affidavits alongwith Annexures are taken on record in both the cases.

Main Cases:

1. Both these cases involve similar issues and therefore, are being disposed of together by this common judgment.
2. Prayers in both the petitions are for directing the respondents to bring the pay parity for the E-1 to E-2A category at par with the scales granted to the corresponding categories in other power utilities alongwith arrears w.e.f. 01.01.1997 alongwith all the consequential benefits such as arrears of pay with interest.
3. Learned counsel for NHPC has made reference to paras 11 and 12 of the affidavit of Sh. Sandeep, Deputy Manager (HR), NHPC, dated 02.09.2024, which read as under:

11. That, it is worthwhile to mention here that in the previous affidavit/replies filed by the respondents it has been the consistent stand that the pay anomalies of supervisor who in the feeder cadre of executive in grade E-1 on promotion has been removed vide NHPC office order no. 22/2006 dated 09.05.2006 (Annexure-RA-2/1) and NHPC Office Order no. 44/2007 dated 20.08.2007 in the manner explained therein therefore the grievance of the petitioner association has been resolved.

A copy of the Office Order dated 20.08.2007 is annexed as Annexure-RA-2/8.

But after acceptance of recommendations of the aforesaid committee constituted on 28.06.2019 on the



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representation of senior officers, the re-fixation of pay was made in consonance with DPE OMs dated 14.12.2012 and 24.12.2012(Annexure-RA-2/5 and Annexure-RA-2/6),in order to correct the aberration of pay.

Thus, the earlier action dated 20.08.2007 of respondent no. 2 taken for removal of pay anomalies as alleged by the petitioner association stands reverted and the same resulted in drop in the pay of the feeder cadre (supervisors) on promotion to the executive grade. Under these changed circumstances and facts this affidavit is being filed by the respondent with an intent to bring the updated factual position before this Hon'ble Court for the proper adjudication of the matter.

12. That in view of above submissions, the methodology adopted by NHPC for removal of pay scale anomalies by granting Personal Pay/ Special payVide office order no. order no. 22/2006 dated 09.05.2006 and 44/2007 dated 20.08.2007 are no more operative due to which subject, pay anomalies resurfaced on account of implementation of the guidelines of DPE under the aegis of Ministry of Finance, Government of India.

4. Learned counsel appearing for the UOI has produced a copy of the letter dated 08.11.2024, received through email from Sh. Pankaj Kumar Sangwan, Deputy Director, which is taken on record as Mark 'A', on the basis whereof and on instructions, submits that pay anomalies, from the date they occurred, shall be removed as per settled law, within a period of three months, extract of the said communication reads thus:

"I am directed to refer to this Ministry's letter dated 06.09.2024 and NHPC Ltd's email dated 04.11.2024 on the above-mentioned subject and to request you to concede before the Hon'ble Court and updated factual position brought on records by NHPC by its affidavit dated 2.09.2024."



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5. The aforesaid satisfies the learned Senior Counsel for the petitioners.

6. Disposed of.

12.11.2024

parveen kumar

(AMAN CHAUDHARY)
JUDGE

Whether speaking/reasoned : Yes / No
Whether reportable : Yes / No

